

UAMS Leaders Engaging, Achieving, and Developing (LEAD)

## Leading With Purpose – Spring 2023



UAMS Division of People and Culture  
Department of Organizational Development

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# LEADING WITH PURPOSE OVERVIEW

**LEADING WITH PURPOSE HELPS ONE DISCOVER HOW TO BALANCE LEADING SELF AND OTHERS.**

UAMS Leaders Engaging and Developing (L.E.A.D) is hosting a **Leading with Purpose (LWP)** program at UAMS, Little Rock, Arkansas

**April 3 – 7, 2023 from 8:30 am – 4:00 pm**

Leading with Purpose is a 1-week intensive program designed to prepare aspiring and current leaders/managers with tools and resources that will contribute to the knowledge, skills, and abilities needed to be successful.

The program is designed using an interactive, collaborative process of one-on-one, small group and large group discussions where participants will explore and develop a better understanding of themselves as leaders through exploring a variety of purposeful leadership topics. Participants will develop ways to apply their learnings to their everyday work as leaders for increased effectiveness.

## Program Objectives

- Identify, define, and utilize the following leadership competencies for leading self and leading others. These include *strategic planning/thinking, emotional and cultural intelligence, continuous learning, communication, creating an inclusive environment, coaching, delegating, empowering, and driving for results.*
- Develop leaders' competencies by participating in experiential learning activities involving individual, small group, and large group interactions.
- Enhance leadership skills by connecting learning activities to real-life situations.
- Utilize group thinking to solve current leadership problems to improve effectiveness.
- Provide networking opportunities.

***Continuing Education Credits Offered***



**Academic Affairs**  
**Office of Continuing Education**  
4301 W. Markham St., #525  
Little Rock, AR 72205-7199  
MAIN: 501-661-7962  
FAX: 501-661-7968



**Lea A. Mabry, M.Ed.**  
Director

**Richelle Thompson, Ed.S.,**  
**CHES, LSSBB, CAPM**  
Assistant Director  
Director of Education  
and Quality Initiatives

## **Joint Accreditation Statement**



In support of improving patient care, University of Arkansas for Medical Sciences is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC) to provide continuing education for the healthcare team.

## **Credit Designation Statements**

### **AMA Credit Designation Statement**

The University of Arkansas for Medical Sciences designates this live activity for a maximum of 24 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

### **ACPE Credit Designation Statement**

These knowledge based activities will provide pharmacists up to 24 contact hours or 2.4 CEU. CE credit information, based on verification of live attendance and completion of the program evaluation, will be provided to NABP within 60 days after the activity completion.

### **ANCC Credit Designation Statement**

The University of Arkansas for Medical Sciences designates this live activity for a maximum of 24 ANCC contact hours. Nursing contact hours will be awarded for successful completion of program components based upon documented attendance and completion of evaluation materials.

### **AAPA Credit Designation Statement**

The University of Arkansas for Medical Sciences has been authorized by the American Academy of PAs (AAPA) to award AAPA Category 1 CME credit for activities planned in accordance with AAPA CME Criteria. This activity is designated for 24 AAPA Category 1 CME credits. PAs should only claim credit commensurate with the extent of their participation.

### **CDR Credit Designation Statement**

This activity is designated for 24 CDR CPEUs. Completion of this RD/DTR profession-specific or IPCE activity awards CPEUs (One IPCE credit = one CPEU). If the activity is dietetics-related but not targeted to RDs or DTRs, CPEUs may be claimed which are commensurate with participation in contact hours. RDs and DTRs are to select activity type 102 in their Activity Log. Sphere and Competency selection is at the learner's discretion.

# PROGRAM AGENDA

Date/Time	Topic	Description	Presenters
<b>April 3, 2023</b> 8:30am - 4:00pm (lunch provided)	Registration Kick Off  Leading Self: Emotional (EQ) & Cultural (CQ) Intelligence	Participants will be introduced to leadership competencies including <b>strategic planning/thinking, emotional and cultural intelligence (business acumen) and continuous learning</b> . They will review pre-assessments results (EQ & CQ) and complete learning activities that will enhance their strategic planning/thinking, emotional and cultural intelligence skills.	Sheridan Richards, MPPA, SHRM-CP Vanetta Busch, PhD
<b>April 4, 2023</b> 9:00am-4:00pm (lunch provided)	Leading Self & Others: Communication	Participants will be introduced to leadership competency of <b>communication</b> . They will review DiSC pre-assessment results and complete learning activities that will enhance their skills uses DiSC.	Nigel Spears, MA Vanetta Busch, PhD
<b>April 5, 2023</b> 9:00am-4:00pm (lunch provided)	Leading Others: Coaching & Mentoring	Participants will be introduced to leadership competencies of <b>creating an inclusive environment, coaching, delegation and empowerment, and driving for results</b> . They will learn impactful activities they can use to empower and mentor others as well as their own team.	Sheridan Richards, MPPA, SHRM-CP Vanetta Busch, PhD
<b>April 6, 2023</b> 9:00am-4:00pm (lunch provided)	Leading Others: Thriving During Change	Participants will be introduced to the leadership competencies of <b>driving innovation</b> by understanding change management principles and developing skills on how to lead people, teams, and organizations through change.	Eric Balbo, MA
<b>April 7, 2023</b> 9:00am-4:00pm (lunch provided)	Learning Reflection, Leadership Panel Discussion & Graduation Celebration	Participants will “teach back” a meaningful and helpful learning activity. Sponsors of participants and administrators will participate in a panel discussion. Graduates will receive their graduation certificates.	Sheridan Richards, MPPA, SHRM-CP Vanetta Busch, PhD Ebené Givan, MA

# PROGRAM REQUIREMENTS

**PARTICIPANTS MUST COMPLETE ADMISSION REQUIREMENTS BEFORE BEING ACCEPTED INTO THE PROGRAM.**

## ***Admission Requirements***

- ✓ Submit a completed application by **the deadline** of the desired program you want to attend.
- ✓ Secure a **recommendation** from a leader of your department/division. Leaders include the Vice Chancellor, Chief, Executive Director, Sr. Director, Director, Dean, Manager, or Supervisor of the area you work in.

## ***Selection Criteria***

- ✓ Participants are selected based on the following criteria:
  - Identified as a High Potential and High Performer by Leader
  - Recommendation of a UAMS leader.
  - Department/Divisional representation.

## ***Pre-Work Requirements***

- ✓ Complete all pre-work assignments before the 1<sup>st</sup> day of the program.

## ***Participation Requirements***

- ✓ Attend, participate, and complete daily assignments during the program.
- ✓ Delegate your duties to an approved designee to ensure your full engagement and participation.

## ***Graduation Requirements***

- ✓ Participate in a “**teach back**” activity in front of peers, sponsors, and administrators.

## ***Post-Work Requirements***

- ✓ Participate in at least “**one**” leadership coaching session.
- ✓ Participate in at least “**one**” virtual ‘power-hour’.

## ***Financial Requirements***

- ✓ Pay the per person rate of **\$500** per person. *\*This price may be modified based on additional services requested.*



# APPLICATION

**PARTICIPANTS MUST APPLY BY THE DEADLINE**

Please click on the following link to advertise for the Leading with Purpose program.

**Application link:** <https://forms.office.com/r/fYEK9DgqW0>

**Dates:** April 3<sup>rd</sup> – 7<sup>th</sup>, 2023

**Days:** Monday – Friday (consecutive days)

**Times:** 8:30 am – 4:00 pm

**Application & Recommendation Deadline:** **March 10, 2023, at 11:59p.**

# RECOMMENDATION

**A RECOMMENDATION MUST BE MADE BY A LEADER BEFORE BEING CONSIDERED**

Please send a copy of this link to the leader you would like to recommend for this program. The person recommending the candidate can be a Vice Chancellor, Executive Director, Director, Associate Director, Assistant Director, Manager, Supervisor, or Administrator.

<https://forms.office.com/r/fDU0xaQtnK>

# WHAT'S NEXT?

**PARTICIPANTS WILL RECEIVE A LETTER CONFIRMING THEIR PARTICIPATION**

After the application deadline, the selection committee will review the information and select participants. You will receive one of the following emails:

- ✓ **Acceptance.** If you are accepted, you will be sent an email of acceptance with pre-work.
- ✓ **Waitlisted.** If you are put on the waitlist, you will be informed of the next steps.
- ✓ **Denied.** If you are denied, you will be informed.

Please understand that spaces are limited, which makes this program highly competitive.